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CONNECTICUT DEPARTMENT OF LABOR AND FACTORY INSPECTION

DIVISION OF EMPLOYMENT SECURITY

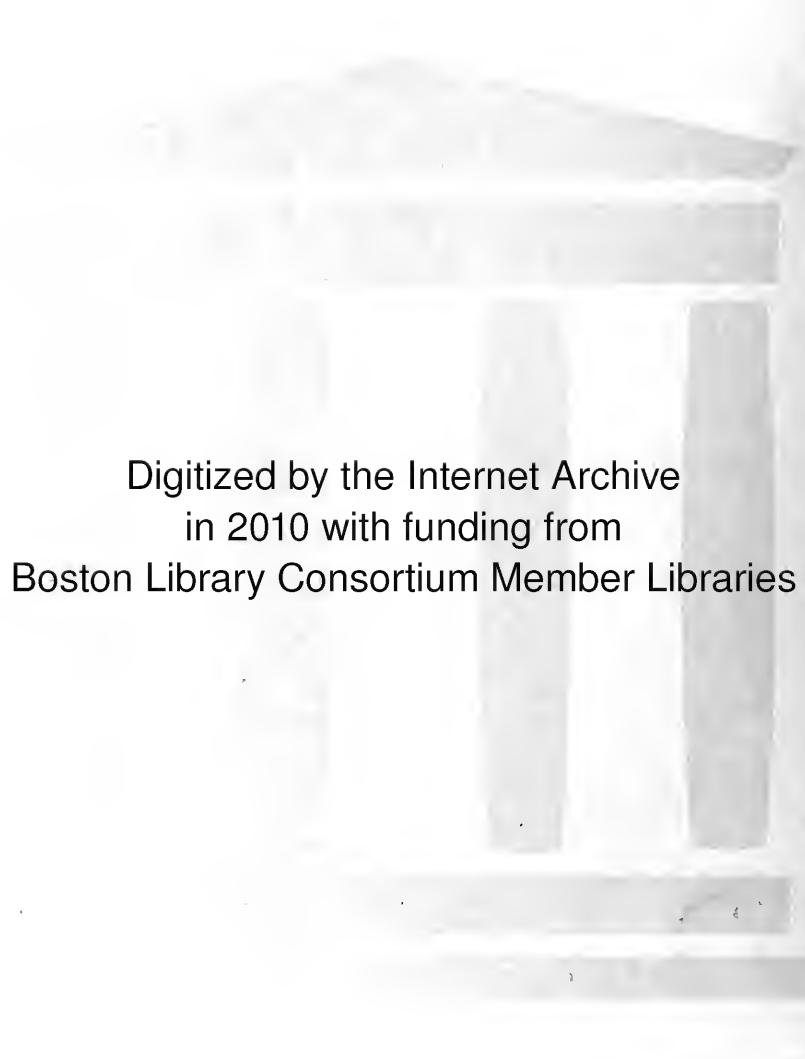
MONTHLY BULLETIN

NOVEMBER - 1941



A Connecticut Turkey Farm

- CONTENTS:
- Labor Needs For Six Months
 - All In A Day's Work
 - Commissioners' Decisions
 - A Case of Mistaken Identity
 - News Notes
 - Connecticut Weaves A Pattern for Defense
 - The Situation in the State



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CONNECTICUT STATE EMPLOYMENT SERVICE

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3480

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T. E. MURPHY, EDITOR
285 BROAD STREET
HARTFORD, CONN.

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DEPARTMENT OF UNEMPLOYMENT COMPENSATION

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NEWS NOTES

Within the past two weeks there have been started five after-work courses for employees' auxiliary training, sponsored by the University of Connecticut in cooperation with the State Department of Education.

Norman Ware, Associate Professor of Economics at Wesleyan University, is conducting a course in *Labor Economics* on Thursdays, 5:30 to 7:30 p.m., in the Central Office in Hartford. This course, given by such an outstanding authority as Professor Ware, who is, incidentally, chairman of the State Board of Mediation and Arbitration, will be of interest to all employees of the Labor Department as well as those in the Employment Security Division.

Of interest to employees in the field are two new courses in basic machines used in two important industries of Connecticut: the metal trades and the textile industry. The first course, *Basic Machines in the Metal Trades*, is offered in the Bridgeport office Mondays at 7:00 p.m. under the guidance of Mr. George H. Stone. For the course in *Basic Machines in the Textile Industry*, Mr. Walter F. Myers, a graduate engineer from Lowell Textile Institute, is acting as instructor. This course is held in the Norwich office Mondays at 7:00 p.m.

An *Auditing* course and an *Accounting* course of particular interest to people in the Unemployment Compensation Department are being presented in Hartford by James J. Graham and Robert E. Strahan respectively. The *Auditing* course is on Monday nights at 7:30 and the *Accounting* course is held Wednesdays at 5:30 p.m.

The second joint staff meeting of the Employment Service and the Unemployment Compensation department was held at the Hotel Garde on November 5th and was devoted to a discussion of the problems which will probably arise out of priorities shortages. Discussion leaders were Robert O. Dorman, William C. Meehan and William G. Ennis. Thomas J. Aubrey presided.

Considerable discussion devolved around the problem of keeping skilled employees, laid off for a brief period, available for the employer thus making them "unavailable" and ineligible for Unemployment Compensation benefits.

The subject proved to be much too broad for thorough exploration at one session and was continued to the next meeting.

The Connecticut Labor Department Association has elected a new group of Officers, as follows: President, Frank Morris of the Central Office; 1st Vice-President, William R. Basch, Hartford; 2nd Vice President, Bernard Kofsky, Administrative; Treasurer, Charles Libby, Waterbury; Secretary Virginia Hayes, Central Office.

A noticeable increase in the employment of under-age children has been one of the less pleasant aspects of the stepped-up industrial tempo in Connecticut. Employers in certain of the trades where employee turnover has always been frequent, due to the nature of the work, the hours or the pay, have in some instances sought to meet the situation by employing school children.

One State-wide drive against bowling alleys disclosed a number of violations, school children of 12 and 13 being found working until midnight in many places.

That these violations of the minimum age law may entail other penalties was demonstrated recently in a Hartford warehouse where two children age 13, were found employed at an average rate of 7 cents an hour. Not only was the proprietor heavily fined, but the facts were turned over to the Wage-Hour Division as the business was of an interstate character; restitution of several hundred dollars in back wages may be anticipated—and still further, as no record could be found of the payment of Unemployment Compensation taxes, it may be expected that action will also be forthcoming along this line. All of which goes to show that exploited labor can be very expensive indeed.

Until now I am sure there has been no Thanksgiving Day, since that one when the early Pilgrim fathers lifted their hearts up to thank their Almighty God for his abundance, when each American has had more reason for offering a prayer of Thanksgiving.

In a world ravaged by cruelty and violence with death, desolation and destruction riding roughshod over the continents of Europe and Asia, and with the innocent, the young and the helpless being crushed under the ruthless heel of the invader — America is a sanctuary. Let us appreciate it.

Let us here in Connecticut give thanks for our blessings — not with the smugness of the Pharisee who says, "Lord, I am better than they", but with a humility born of an appreciation of the good things which are ours; the right of our children to play peacefully and with no terror at the sudden droning of a motor overhead; the right of each of us to speak as we think; the right of security in our homes; the right to worship our God as we will.

These are things which many of us have come to accept as commonplace; but they are no longer commonplace. Let us demonstrate our fitness to possess such things by, first of all, being thankful for them.

Cornelius J. Davaker

COMMISSIONER OF LABOR

The Connecticut Chapter of the IAPES held a meeting at Colonial House in Hamden on Nov. 6. Cyrus Flanders presided, and Major Maloney answered questions which had previously been submitted by various members. These questions dealt with possible effects of federalization of the Employment Service, promotional opportunities under the new classification and salary adjustments to meet rising living costs. Approximately 60 members attended the dinner which was held before the meeting and about 20 other members came in for the meeting.

The following appointments were recently announced by Leonard J. Maloney, Director of the Connecticut State Employment Service:

William G. Ennis, Field Supervisor, to be Assistant Director.

Temporary appointments:

Charles McDonald, Manager, Grade II, to be Acting Field Supervisor.

Alice Marshall, Manager, Grade II, to be Acting Manager, New Haven Office.

W. D. Connor, Supervising Employment Interviewer, to be Acting Manager, Thompsonville office.

Louis Pizer, Supervising Employment Interviewer, to be Acting Manager, New Britain office.

Joseph Dunn, Supervising Employment Interviewer, to be Administrative Assistant, Headquarters.

Joseph Ciccosanti, Manager, Grade I, to be Administrative Assistant, Headquarters.

Bernard Kofsky, Supervising Employment Interviewer, to be Administrative Assistant, Headquarters.

Vincent Hippalitus, Employment Interviewer, detached from New Haven office and assigned to Administrative Headquarters as Vocational Rehabilitation Representative.

Connecticut Labor Needs For Six Months

by John F. Quinn

During the period September 1 to 15, the Connecticut State Employment Service, with the cooperation of Connecticut establishments employing 40 or more workers made a survey to obtain data covering the current and anticipated hiring needs of these firms during the period September 1, 1941, to February 28, 1942.

The survey encompassed reports on 425 firms, 372 of which were employers of 40 or more workers in important defense industries, and the remaining 53 reports covered firms engaged in other industrial activities but which are occupied currently in some form of defense production. Of the 425 firms covered, 30 reported "Information not available," 140 reported "No changes anticipated," and the remaining 255 reported hiring needs of 20,015 and anticipated lay-offs numbering 763.

Some firms have reported shortages of materials, including aluminum, bakelite, brass, brass wire, bronze, cadmium, copper, nickel, rubber, steel wire, strip metal, strip steel, sheet metal, and zinc. However, the real pinch of materials shortages due to established priorities is not expected to be felt until early in 1942.

Table 1 below, shows the distribution of establishments reported, together with the total of their anticipated hires and/or lay-offs, by local employment office areas. Please

note that the current needs column under hires on this table represents unfilled openings for workers which the employers had as of the date of the survey.

HIRES

Of the 20,015 hires anticipated by 255 establishments, 3,414 were reported as current needs, 5,933 as needs during September and October, 5,776 during November and December, and 4,892 during January and February.

The greatest concentration of hiring needs was noted in the Bridgeport area where out of the 81 firms covered 57 anticipated needing 11,132 workers or more than half of the total for the State. Other office areas reporting large anticipated needs were: Hartford - 1,625; New London - 1,459; New Britain - 1,283; Waterbury - 904; and Meriden - 811.

The distribution of hiring needs by occupational groups is shown in the Table 2 on page 3.

Mr Quinn who has recapitulated the State's labor needs for the period immediately ahead, has been Research Assistant for the past year; he has been with the Department for more than six years and has had experience both in the field and the Central Office.

In the professional and managerial group, the principal demands were: marine draftsmen - 13; mechanical

draftsmen - 10; junior executives - 6; production managers - 5; and tracers - 5.

In the clerical group, the principal demands were: checkers - 64; production clerks - 26; stock clerks - 24; and general office clerks - 24.

In the skilled group, the principal demands listed were: machinists (including bench machinists and job setters) - 1,684; tool makers - 663; molders - 546; milling machine operators - 464; engine lathe operators - 421; radio chassis aliners - 300; turret-lathe operators - 217; welders (including arc, acetylene and atomic) - 224; grinder operators - 158; foremen - 111; loftsmen and ship fitters - 99; carpenters (mostly ship carpenters) - 97; pattern-makers - 71; planer operators - 75; drop hammer operators - 55; electrical testers - 55; grid inspectors - 55; and millwrights - 40.

In the semi-skilled group, the principal demands were: radio chassis assemblers - 1,091; punch and forming press operators - 1,042; drill press operators (including single spindle, radial, and multiple spindle) - 853; sheet metal workers' apprentices - 494; machinists' apprentices - 360; milling machine operators - 267; turret-lathe operators - 238; frame and floor assemblers - 142; screw machine operators - 116; foundry chippers - 79; lapping machine operators - 75; and grinders - 74.

TABLE I
Unemployment Compensation Division
Reports of Employer Labor Needs
SEPTEMBER 1941

OFFICE	Reports showing hires and/or lay-offs	Reports showing no changes anticipated	Reports showing information not available	Total number of firms covered by reports	Total	Current needs	HIRES			Total	LAY-OFFS		
							Sept. and Oct.	Nov. and Dec.	Jan. and Feb.		Sept. and Oct.	Nov. and Dec.	Jan. and Feb.
TOTAL	425	30	140	255	20015	3414	5933	5776	4892	763	146	334	283
Ansonia	22	2	10	10	237	99	86	32	20	30	20		10
Bridgeport	81	7	17	57	11132	89	3846	3992	3205	45	18	12	15
Bristol	18	1	11	6	93	20	38	21	14	8	8		
Danbury	4		2	2	173	3	50	70	50				
Danielson	9		5	4	71	21	50			395	70	75	250
Hartford	51	1	18	32	1625	187	458	437	543				
Meriden	24	1	3	20	811	335	141	197	138				
Middletown	27	1	6	20	488	147	242	79	20	25	15	2	8
New Britain	25		6	19	1283	514	254	250	265				
New Haven	43	2	14	27	582	238	161	130	53				
New London	11	2	3	6	1459	1305	43	85	26				
Norwalk	15		6	9	150	58	41	31	20				
Norwich	8		1	7	130	73	19	19	19				
Stamford	19		10	9	477	61	132	156	128				
Thompsonville	3		3										
Torrington	20	1	13	6	341	78	115	98	50				
Waterbury	43	12	12	19	904	178	231	179	316	75	15	60	
Willimantic	2			2	59	8	26		25	185		185	

In the unskilled group, the principal needs for laborers were: foundry-2,492; ammunition - 793; nonferrous metal alloys and their products - 363; hardware - 343; typewriters and parts - 317; chemical - 230; and machine shop - 178.

As indication of the great expansion anticipated by some firms, the following synopses are given of a few of the reports.

Establishment A, employing 9,000 anticipates adding 1,650 during the six months' period. The needs are spread among tool makers, bench machinists, press operators, and several semi-skilled classifications.

Establishment B, currently employing 2,400 expects during the six months' period to more than double its working force. The needs in this case are predominately for laborers but many molders, coremakers, chippers, and maintenance men (including pipe fitters, plumbers, and carpenters) are also required.

Establishment C, currently employing about 3,500, anticipates hires of nearly 600, including machinists, tool makers, machinists' apprentices, lathe, milling machine, drill press, planer, and grinder operators, and other machine skills.

Establishment D, currently employing 5,300, anticipates needing an additional 600, including skilled machine trades, press operators, and with about half the needs listed as unskilled laborers.

Establishment E, currently employing 5,700, will need an additional 750, including over 200 machinists with the balance made up mostly of apprentices.

Establishment F, employing about 8,000, anticipates adding about 450 milling machine and drill press operators.

Many smaller defense firms also indicated comparatively large labor needs as evidenced in the following examples:

Establishment G, employing 175, will need over 100 additional workers in the welder and welder's helper occupations.

Establishment H, employing 420, will add 170 workers, including 75 topping machine operators and 75 drill press operators.

Establishment I, employing 100, expects to add 35 unskilled workers.

Establishment J, currently employing 300 workers on two shifts will add a complete third shift of about 130 workers, including machinists, tool makers, riveters, and sheet metal workers. After the third shift is added, this firm plans on erecting an addition to the plant. The addition, to be completed in the summer of 1942, will double present plant capacity.

Establishment K, intends adding 40 workers, including tool makers, screw machine set-up men, and laborers to the present force of 200.

Establishment L, employing 385 will need 170 additional workers including ship fitters, carpenters, welders and draftsmen.

LAY-OFFS

Lay-offs of 763 workers were anticipated during the six months period. Of the lay-offs, 185 workers will be affected by a customary two months' off-season in one industry. These 185 will be rehired by this in-

dustry to the extent that they may be available at the end of the lay-off period. Many of the 763 workers who will be laid off have skills which are in demand by other employers and there should be little difficulty in placing a great majority of them provided they are able and willing to remove to areas in which they are needed. Some whose experience has been in occupations in which there is little demand will require training before they can qualify for jobs with other firms.

ACTIVE FILE

On October 18, 1941, there were 16,405 men and 13,405 women listed in the files of the Connecticut State Employment Service as actively seeking employment. Many of these applicants are employed but are seeking other jobs. Many are qualified in occupations in which there is little current demand. Then too, many are only potentially qualified for jobs in the occupations in which they are classified and require training before being referable to openings in those occupations even in the present relaxed state of qualifications required by employers.

An inventory of active registrations in defense occupations which was taken October 17, 1941, makes evident only too well the scarcity of qualified and available people in the Employment Service active files. This inventory showed only 1,716 active registrations in the defense occupations and of these 476 were listed as representing only partially qualified applicants.

CLEARANCE

The clearance procedure which is set up so as to facilitate the transfer of qualified workers from one office

area to another in which openings for them exist has been helpful to some extent in meeting the demand for qualified workers. From January through September, 1941, 3,961 workers were cleared from one office area to another within the State of Connecticut and 2,207 workers from other states made orderly transfer to jobs in Connecticut.

DISPLACEMENTS DUE TO MATERIAL SHORTAGES OR CURTAILMENT ORDERS

The number of workers who will be displaced due to curtailment orders and materials shortages cannot be readily estimated, but there is no indication at this time that a severe dislocation will take place in Connecticut. It is a safe assumption that a large majority of workers displaced will be readily absorbed and training facilities are available to those who will require training before being able to take their places in the defense industries in which the labor demand exists.

RETURNING EX-SERVICE MEN

Men returning to Connecticut from service in the armed forces of the United States represent for the most part an immediately useful labor supply. Hundreds of these ex-service men will have resumed their places in Connecticut industry by the end of this year.

TRAINING PROGRAM

A further source of qualified workers is found in the defense industry training courses conducted under the auspices of the Connecticut Department of Education. Since January, 1941, a monthly average of about 650 applicants have been accepted for training in these courses which are now being held in Ansonia, Bridgeport, Bristol, Danbury, Danielson, Hartford, Manchester, Middletown, New Britain, New Haven, New London, Norwich, Rockville, Stamford, Torrington, Waterbury, and Willimantic. Between January 1 and October 31 of this year, 4,893 graduates of these 200 hour training courses have been placed by the Employment Service. In only 77 cases the training received was not utilized.

While these machine shop, molding, sheet metal work, and welding courses cannot hope to turn out skilled workers within the 200 hour limit of the course, the basic instruction received by these trainees makes them

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TABLE II
EMPLOYER LABOR NEEDS BY
OCCUPATIONAL GROUPS AS REPORTED
BY 425 CONNECTICUT FIRMS
IN SEPTEMBER, 1941

HIRES						
Occupational Group	Total	Cur	Sept. Oct.	Nov. Dec.	Jan. Feb.	
TOTAL	20,015	3,414	5,933	5,776	4,892	
Prof. & Mgr.	54	25	15	12	2	
Clerical	203	39	57	55	52	
Skilled	6,971	1,856	1,888	1,802	1,425	
Semi-skilled	6,376	857	1,747	2,017	1,760	
Unskilled	6,411	637	2,231	1,890	1,653	

LAY-OFFS						
Occupational Group	Total	Sept. Oct.	Nov. Dec.	Jan. Feb.		
TOTAL	763	146	334	283		
Skilled	7	2	1	4		
Semi-skilled	182	58	112	12		
Unskilled	574	86	221	267		

A Case of Mistaken Identity • by John J. Goodwill

The blond and buxom Mrs. Josef Bobinchuk revealed to her husband one fine spring day that their fourteen years of blissful married life would be punctured, in the not too distant future, by the arrival of a baby.

"Now," she argued, "we have run this farm, you and I, these dozen years or more and never have I shirked work. Today, tomorrow and every day, however, I am to stay within the house and be careful of myself and our little one-to-be; you will have to hire a hand to help on the farm." Her husband's inclination, seldom immediate, was to shout wildly and joyfully. However, he confined himself to a slight trembling of the limbs, smiled at his wife and kissed her hand reverently.

"I am happy beyond words, my flower. You must, of course, no longer work in the fields. But we shall save our money by not hiring a hand; I shall work twice as hard as ever before."

MR. B. DECIDES

During the early hours of the morning Mr. Bobinchuk toiled with a smile on his lips. The coming baby meant that he could devote less time to his work - and there was much to be done. A helper he must have and a helper he could afford, he finally decided. He recalled the brown and blue poster in the local grain company office which proclaimed that qualified help could be secured at the Connecticut State Employment Service office. His mind was made up; he would surprise his wife; he would visit that very agency in the city at once.

Mr. B's rugged face was softened by an angelic pallor as he entered the state employment office, for his wife's words still nestled in his mind. He approached a desk labelled "Reception" and greeted the spectacled young man in attendance.

"Good morning. This is where the farm hands apply for work, no?" "Yes" the young man assured him, then pursued, "have you ever registered here? Have you a social security number? Please write your name on this pad; please be seated."

Mr. B blinked several times in succession, grasped the extended pencil and laboriously wrote "Mr. Josef Bobinchuk, Oxon Road, Bokum, Conn." Then exhausted by this unaccustomed effort, he sat at attention in a chair. The young man, mean-

while, mysteriously fingered a long tray of cards, pursed his lips, then methodically rapped out some information on a white card, which he forced into Mr. B's hand. He then conveyed the wondering man to another part of the office and sat him before a cubicle bearing the name "Mr. Pinker". Before departing the same young man politely assured his charge that Mr. Pinker would soon take care of him. Mr. B., tremendously impressed by such attention, thanked this splendid young fellow in his most sincere manner.

MR. B. IS TIMOROUS

During the wait that followed, the farmer had ample opportunity to observe the office, with its olive green furniture and its dark brown booths. Finally Mr. Pinker himself, a big, bluff individual swathed in a loose-fitting office coat, invited him into a booth. Mr. B. accepted a proffered chair, coughed timorously and wisely held his tongue, for it was plain to see that his host was in the midst of hard work-day problems. Mr. Pinker was arranging and re-arranging cards, rustling papers and consulting pamphlets and books; he had the air of a furious thinker.

After a respectful silence, during which the portly interviewer frowned alternately at telephone and calendar pad, he looked at his watch, which indicated 11:30 and suddenly discarded his worried look. His brow was once again smooth and his tightened lips relaxed into a welcoming smile. He skillfully relieved Mr. B. of his identification card, read it and exclaimed, "You're Mr. Bobinchuk."

His startled companion did not deny this fact. Mr. Pinker opened his desk, extracted a buff colored card, wrote rapidly, then paused and asked cautiously, "You're not a vet, are you?" Then there followed a series of somewhat baffling questions on the part of Mr. Pinker amid halting replies from Mr. Bobinchuk. How tall was Mr. B.? Did he drive a car? When did he last see a doctor? Was he a citizen? And there was something about church. But the pay-off, as the boys at

the Grange often did say, came when the interrogator became unusually concerned about Mr. B's willingness to commute or move from his own home. It was at this point that Mr. B. became visibly disturbed; the best he could do was to adopt a "non prosequi" look.

Mr. Pinker pursued his questioning relentlessly; where, he wished to know, did Mr. B. work last.

"Why, on Oxon Road Farm in Bokum," was the answer.

How long did he work there and what did he do?

"Why, fourteen years as a farmer."

And when did he leave?

"Why, this very morning."

MR. B. IS NON-PLUSSED

In truth thought Mr. B., this is the very government tape I have read about.

At this point a sharp buzz interrupted his examiner. Mr. Pinker looked at the phone in an Oliver Hardy manner, deftly depressed a toggle, lifted the piece and murmured in a voice carefully cultured for such an occasion, "Mr. Pinker speaking."

After a short conversation punctuated by curt nods he summoned a young man from an adjoining booth.

"Sam", he said in an office whisper, "Joe is going to pick me up in five minutes; we're due at the institute in Hartford at 2:00. This man is an A-1 prospect. . . been a farm hand for 14 years . . . just got through . . . active, alert, fairly intelligent, good type for referral . . . see what you can do for him."

He doffed his office coat and hurriedly prepared for his trip. "Glad to've met you, Mr. Bobinchuk," he boomed. "Sorry I have to leave you so abruptly; have to give a talk at an institute. Mr. Brown will take good care of you. Good day, good day."

MR. B. IS BAFFLED

The efficient-looking Mr. Brown at once assumed complete charge. "What luck, Mr. Bobinchuk, we have just what you're looking for. A lady phoned an order less than an hour ago."

Within five minutes Mr. B. was in his battered car heading home. It had been an unparalleled experience. How considerate these gentlemen! So concerned with his welfare and his past . . . so friendly . . . so exacting. What a noble service the state was performing.

John Goodwill paints a graphic picture of what happens when the wheels go round grinding the grist in routine fashion, unalloyed by the lubricant of common sense and understanding — of course, "it can't happen here!"

(Continued on page 12)

Connecticut Weaves A Pattern For Defense

by Joseph F. McDonnell

To those around us, and in many other parts of the country, Connecticut is thought of in terms of hardware—locks, bolts, guns, and ammunition being fashioned in the forges of New Haven and Bridgeport, bombers and fighting planes gathering shape in Hartford, fledgling ships eager to meet the waters at New London; a State of iron and steel—steel to be stamped into parts for clocks and timing devices, steel to be forged in fittings, rolled in plates, ground, filed and twisted. The craftsman of the ploughshares is making swords.

It is strange that few realize there is still another great industry harbored in Connecticut, in which amazingly intricate machines reproduce an ancient craft, the weaving of cloth. Older than history, cloth-making has even left its mark in idiomatic language in common use. Old salts "spin yarns", legends are "woven", and we use "pattern" in a variety of ways. Older than the garments of the kings of Egypt, or the woven "toga virilis" proudly worn by the Roman youth, the centuries have affected the weaving of textiles only in production-speeding improvements.

The Industrial Revolution in England gathered the weavers and spinners from their solitary shops into large factories, so that cloth might be produced more cheaply. In America, too, weavers began the nucleus of the new industry in the center of American industrial activity, New England. Its swift rivers offered abundant power, and its climate was "right" for the cloth. In company with Massachusetts and New Hampshire, Connecticut also fostered a number of textile pioneers.

KING COTTON IS CROWNED

Later, cotton became "King Cotton" in the South, and largely responsible for its coronation was the textile industry. As the plantations grew, more and more of the crop that had been originally intended for the mills of England found its way to the warehouses of Boston and then to Connecticut. There, bales stood beside shipments of wool from England and Europe.

An item of major importance with the textile industry has always been the maintenance of labor. With the necessity of increasing production in the mills, the problem of finding

necessary workers arose. The answer came in the numbers of French Canadians who migrated from Quebec and followed the swift New England streams down into northeastern Connecticut. To attract the new workers, the mills built homes for them, until gradually small villages sprang up around the group of rambling red brick buildings that were called, simply, "the mill". In many cases, the mill operated a store to supply the workers' needs.

ENGLISH TERMINOLOGY

From the British Isles came the boss weavers, and other experts. They brought with them many of the typically English terms we find in use in the mills today. Instead of "President", "Foreman", or "Supervisor", we find the workers still referring to the "Agent", the "Overseer", or "Second Hand". The old names for various machines have been retained.

Those acquainted with the machines which fashion steel and small parts in other parts of Connecticut would find little similarity in the machines of the textile mills. In textile machinery, speed and dexterity are prime factors. In the process of spinning yarn, for instance, any undue pressure would break the strands. Yet, one stands marvelling while batteries of machine "hands" draw and twist the thread as the spinner did two thousand years ago. The looms are different today, but still the "fill" is threaded through the "warp". The dyeing and finishing of cloth still follow the timeworn but guarded formulas.

With the onward march of the Defense Program, a new significance was attached to textiles. This new army of ours would require increased production of cloth for uniforms, covers, and tents. Fortunately, cloth-making did not feel the shortage of help to the degree experienced by other industries. Even now, the lights burn through the night in the mills. The slap of the picker stick hurling the shuttle through the warp is incessant, and thread after thread is being added

to this vital pattern of our defense. All our ploughshares are not forged; some are woven. And now the craftsman is weaving swords.

With the coming of the Employment Service to Eastern Connecticut, there arose a series of new difficulties, centering largely around the employment peculiarities of textiles.

SEASONAL WORK

The mills' system of production required large numbers of workers for a certain period and then released them until the next large order came in. Consequently, under normal conditions there was always an available labor reserve for textiles. This group was made up entirely of women of all ages, for "working wives" have been and still are the rule rather than the exception in a textile district. In fact, women's natural dexterity and patience in small fine work has earned them an exclusive right to certain jobs.

Those working with the machine or metal trades have found that there is a constant effort to standardize occupations in those industries. In textiles, the exact opposite is true. For example, let's look at the nerve-center of cloth-making, the weaver. A man entering the office claiming to be a weaver cannot be placed into any one general class. First, he may have been a cotton weaver, therefore, unable to work on worsted, woolen, fine rayon, or silk looms without special training. Then, he might have operated a Draper or Stafford loom, while the prospective employer can use only a Crompton and Knowles Automatic weaver. In addition to these qualifications, particular attention must be paid to his previous work history. Many employers require skills in weaving which are found only in certain other mills. Yet, to the Occupational Dictionary, a weaver is simply a weaver! It can be seen that the interviewer in Eastern Connecticut must know his textiles.

The irregular work and lay-off periods encountered in a textile district offered the strongest arguments for the establishment of a central Employment Service. It was customary for workers to travel about the textile region looking for work after they had been separated from their jobs. Often they would secure work at such a dis-

So much emphasis on the metal trades that we're apt to forget that eastern Connecticut's contribution to national defense is being woven on the looms of the great textile mills in that area. Mr. McDonnell tells about it here.

(Continued on page 12)



The Situation In The State

Industrial activity in the State, as reported by the 18 field offices of the Connecticut State Employment Service, continued at a high level last month with only sporadic layoffs due to priorities, workers in most instances being rapidly absorbed in other industries.

Although Unemployment Compensation claims have jumped 20 percent during the past month, this was due largely to seasonal layoffs in the hatting and needle trades and only in slight degree to priorities shutdowns. Some such have occurred, particularly in the Naugatuck Valley causing the layoff of unskilled workers and while there is considerable worry about silk, rubber, plastics and metals, these shortages have not yet resulted in any widespread unemployment.

Skilled labor is still at a premium and a survey of the needs for the months immediately ahead indicate the need for 20,000 additional workers; this need is particu-

larly acute in the Bridgeport area which alone will absorb 11,000 additional workers between now and February 1st.

Considerable restlessness has been noted in the labor market, particularly among the unskilled workers, as a result of "shopping" for higher wages, and these account for a great many replacements during the month.

There has been noticeable diminution of out-of-state applicants and although these continue to apply in large numbers, there seems to be a steady decrease.

There is a strong demand throughout the state for workers in the retail trades and an effort is being made to bring married women into the labor market to meet the peak demands of the holiday season. Brief training courses have been established, notably in Hartford and Waterbury, for intensive training in sales technique. It is estimated that 2500 additional department store workers will be needed in the Hartford area alone.

FAIRFIELD COUNTY

Bridgeport

Bridgeport payrolls are now topping two and one-half million dollars a week, or approximately 79 percent more than for the same period in 1940 and activity along all lines of industry continues to increase. There has been some indication recently of a slight reduction in the rate of increase, however, due partly to the fact that some of the larger companies working on defense contracts are reaching the limits of their absorption capacity. No skilled industrial workers are available and the situation is particularly acute with reference to tool makers, machinists and machine specialists.

Emergency training programs are in full progress with approximately 200 students, but increasing difficulty in recruiting applicants for the machine training course is being experienced because of the training period of five weeks during which time applicants must work without income.

There is some slight reduction in the number of out-of-state applicants which would indicate that some progress has been made in the discouragement of unskilled migratory workers.

Norwalk

Industrial conditions in the Norwalk area showed little change during the past month. A number of local concerns are now getting small defense orders on a sub-contract basis.

Priorities shortages have so far caused little unemployment, but one local rubber concern has been forced to curtail production 20 percent because of exceeding their rubber quota during the past three months.

October payrolls were about 23 percent more than the same period last year.

Danbury

Both job placements and unemployment compensation claims showed a sharp rise during the past month, the latter being due probably to seasonal slack period in the hatting industry. Shortages due to priorities have not yet resulted in any displacement

of labor here.

It is still possible to provide the trade school with as many candidates for defense training as they are able to accommodate.

The total number of job placements for October was larger than for any month since the establishment of this office.

Stamford

Some of the larger industrial plants in this area are increasing their defense contracts and are not anticipating curtailment due to priorities. Only one firm has found it necessary to lay off workers due to material shortages to date and these were rapidly absorbed by other industries.

At present there appears to be an adequate supply of unskilled male applicants. Jobs for women are not as plentiful but there are very few experienced women available for industrial work.

New Haven and Litchfield Counties

New Haven

New registrations from out of state applicants continue fairly heavy in this area and claims for unemployment compensation are on the increase due partially to unemployment of garment workers.

There is a good deal of unrest in the labor market due to applicants shopping for better jobs. People are giving up jobs which they consider unsatisfactory in any way, feeling they can get work without too much delay.

There was a slight falling off in the demand for office help and some diminishing of orders in the service field. Most of the plants in this area continue to operate at capacity, with some curtailment in rubber and builders' hardware threatened with layoffs due to inability to obtain copper and brass.

Construction work is still holding up with no effects from priorities to date.

Ansonia

There was a marked disparity between the amount of talk about large scale layoffs and the actual number, which fell far short of early estimates. A few shops did release some people, some others cut time substan-

tially and most have eliminated overtime, but the net result was not nearly as bad as had been anticipated. This is not to indicate however, that the threat of priorities shortages has disappeared. Several manufacturers using rubber, steel and similar materials indicate that their present supply will last barely another month.

There were few large scale orders for new workers, while the unemployment compensation load continues to increase weekly. 50 percent more claims were taken last month than during the previous period.

Waterbury

Industrial activity in this area continued at approximately the same level as previously, with the exception of spotty layoffs in defense rather than non-defense industries. Commercial business, on the other hand, particularly the retail trades, did not show the predicted gain over the previous month.

Unemployment compensation claims climbed 30 percent over the previous month and registrations showed a 16 percent increase.

Continued difficulty is being experienced in recruiting applicants for defense training courses and tentative plans have been formulated looking toward the use of women in some machine shop trades.

Middletown

Both market and labor conditions in this area remained fairly stable during the past month and, despite the obvious concern of many manufacturers, there have been no priority shutdowns to date.

There has been a spurt in building construction due to replacement of buildings destroyed two months ago and several small road construction jobs are in progress.

Retail trade is good and unemployment compensation claims are falling off gradually. Most of the initiating claims are now due to some other reason than lack of work.

Meriden

The Meriden area has been unusually fortunate so far, as no industries in this district have been affected by priorities restrictions to any extent.

(Continued on page 10)

Commissioners' Decisions ...

An employed person who found that a help-wanted advertisement in a newspaper for an undisclosed employer was for the same position that he was holding was not subject to disqualification when he terminated his employment, according to a decision by Unemployment Commissioner Moylan.

This decision was one of 117 handed down by the Unemployment Commissioners during October, which was an unusually active month. Fifty of these decisions were in favor of claimants while the remaining 67 were not. During the month 155 new appeals were filed while 20 were withdrawn. The Commission reversed 44 of the examiners' findings, modified 16, and affirmed 57. In many of the hearings new evidence was disclosed which was not available to the examiners.

In the case mentioned above, a tinsmith who was a co-worker of the claimant noticed an ad in a local paper for an electric welder, which was the claimant's trade, and a tinsmith. Feeling that his relationship with the management was not too good he answered it and received a reply which, much to his amazement, came from his present employer. The co-worker advised the claimant of the ad and reply. After making several inquiries the claimant was convinced that he was about to be dismissed, so he terminated his employment at once to avoid a discharge which he considered would be a blot against his record. (893-A-41)

In his ruling the Commissioner stated, "... it would appear that there was not a voluntary severance of employment; that the appellant was actually being dismissed and that the only choice allowed him was to resign at once before the dismissal order could be fully executed. Since a resignation under threat of dismissal is not a voluntary separation from employment, and since there was no misconduct, let alone wilful misconduct, appearing in the case, the conclusion is reached that the appellant is eligible for benefits without any statutory disqualification."

In several cases on the eligibility of pregnant women, the Commissioners were unanimous in their interpretation of the new amendment covering this subject. They declared each claimant to be ineligible if she left her employment due to pregnancy, despite a doctor's certificate stating her

ability to perform work of a light nature. (884-A-41, 475-C-41, 169-D-41, 133-E-41, 173-D-41 and 175-D-41).

Persons who leave employment to become regularly enrolled students, are ineligible but become eligible once they cease to be regularly enrolled students was the gist of two rulings. (844-A-41 and 480-C-41) One ruling has been appealed to the Superior Court on the contention that a person does not become eligible again on the cessation of being a regularly enrolled student.

Additional cases raising new or unusual situations are discussed below. The Administrator is not necessarily in agreement with the reasoning or the conclusions expressed herein.

VOLUNTARY SEPARATION: A metal trimmer, whose repeated requests for a raise were denied, left his employment voluntarily but, it was ruled, with sufficient cause. The claimant was earning \$14.00 a week which he asserted did not meet his living costs. In his ruling the Commissioner noted that persons doing similar work in defense industries receive higher wages and that claimant was not seeking peak wages but would have remained had his earnings been commensurate with those in non-defense industries. (167-D-41)

A woman worker who left her employment rather than pay a 25c fine for late payment of union dues was held to have done so without sufficient cause. She was working in a closed union shop and her employer was forced to give her the alternative of getting back in good standing with the union by paying the small fine or of leaving. She chose the latter. (159-D-41)

A sales lady in a woman's apparel store who left her employment voluntarily rather than work under a new schedule of hours was regarded as having had sufficient cause for so doing. She had been employed for fifteen years with hours from 11:00 a. m. to 6:00 p. m. On returning from a week's vacation she was informed that her hours had been changed to 10:00 a. m. to 6:00 p. m. with an hour off for lunch and a fifteen minute rest period in the afternoon. She stated that she could not arrange her other affairs to meet this new schedule on such short notice and refused to com-

ply, with the result that her employment terminated.

The Commissioner said, "In view of the fact that she was told that she must accept the altered conditions of employment at once, or else terminate her employment, it seems more like an involuntary dismissal rather than a voluntary severance. — Definitely, however, her job at the old schedule of hours had been abolished by the company, and she was justified in refusing to accept the proffered work under all circumstances appearing in the case." (902-A-41)

AVAILABILITY: A former sheet metal worker who was hit by an automobile over a year ago and is now forced to hobble around with the use of two canes was found to be unavailable because he is not able to perform work at which he has had some experience. He presented a statement from his physician that he was able to do sedentary but not standing work. (153-D-41)

A married woman was declared unavailable when by her own admission she was unable to find anyone capable of caring for her "problem child". (506-C-41)

In Case 866-A-41, the Commissioner ruled that a person who restricts her hours of employment to those in which she earned her wage credits is available within the meaning of the Connecticut Unemployment Compensation Law. In this case a woman who worked several years in a department store moved out of state and filed an interstate claim but in registering for employment restricted herself to her former hours of 11:00 a.m. to 5:00 p.m.

WILFUL MISCONDUCT: A bakery truck driver who was discharged because he had two accidents within a week resulting in considerable damage was found not to be guilty of any wilful misconduct. The first accident occurred when he drove the truck into a tree to avoid hitting another car. A week later while driving another truck the transmission fell out. The owner, who was his uncle, told him that he was no good as a truck driver and no good around the bakery to which the claimant replied that someone else could be hired to replace him, which was done. (468-C-41)

All In A Day's Work... by Rhoda Thatcher

A Service placement requires the keenest judgment of the interviewer. It is not only a question of filling the requirements of the opening, but personality, reliability, honesty, and fitness for the particular job must be considered. The restaurant chef will not be acceptable to a hotel — the hotel chef will not work in a restaurant. A houseworker accustomed to a home where formal service exists will be insulted if offered a job where meals are served "family style." The relationship between the employer and the interviewer is a more personal one and the employer and employee relationship closer than in other types of work. This necessitates extremely selective placement.

The Service interviewer, especially at peak seasons, is tried to the limit of his endurance, but there is so much human interest connected with his work that, tired as he may be, the day is never dull.

COMPENSATION IN WORK

It sets us up for the day when Sophie, a dayworker, comes to our desk and says: "'Gee, you look well this morning!'" We know she hopes that this will net her a job, but nevertheless we like it.

We get as much satisfaction out of placing a \$40.00 a week chef or an \$18.00 houseworker as other interviewers do in filling a secretarial opening for \$35.00 a week, or a toolmaker at \$1.25 an hour. Moreover, from satisfactory placements we usually secure the better type worker. With the decrease in the service labor supply, many of our experienced applicants now come because they have been referred by a friend who has secured a good job through us.

Telephone calls take up a great part of the service interviewer's time. He is called upon to listen to tales of woe from employers and employees, to give advice, and to offer solutions to problems in the household and restaurant fields. He must know how to answer the women on the telephone who comes directly to the point and asks: "Have you got any girls? What kind are they? And what do they get?" Then there is the unattractive middle-aged widow who always has been a housewife, but who now wants to

earn a living. She thinks she would like to be a housekeeper for a middle-aged widower. We have to tell her that we don't have jobs like that very often. Next comes a young woman who says she is tired of housework, but that at one time she worked in a large office and wants to know how to get a job like ours. She thinks she would like sitting at a desk, talking with people all day. It looks easy.

There is something pathetic about the next applicant who wants us to believe he is a milling machine operator although he has only worked as one for six months during the last war. He says he isn't really a dishwasher but will take a job now just to tide him over.

Complaints such as Mary's are becoming less frequent. "Mrs. Smith paid me for only six hours and I worked seven. She turned back the clock!"

SOME NOT PLACEABLE

In these days when jobs are plentiful in the service field, it is unfortunate that we have to turn away applicants who, for one reason or another, are not placeable. One woman has been coming to the Service Division for some years although she has not been sent out since it was learned she could not hold a job because of a mental defect. She is treated kindly and usually goes away satisfied after repeating for the umpteenth time that she is a citizen and a voter and will we please get her a job.

So the day goes with each one bringing something new and different in one way or another.

It has probably surprised many that despite the shortage of workers who are willing to take service jobs, placements have increased during the past months. The defense program has done something for the service worker that only legislation could have done in the old days. Employers, now realizing that labor is scarce, are willing to make all kinds of concessions,

are paying higher wages, and are not demanding as long hours. This means that many workers, who either cannot get into private industry because of age and experience or because they cannot be away from home all day, are available for part-time restaurant and household jobs. It is no longer necessary to refer applicants to low paying jobs where poor working conditions exist. During the depression, people had to take these in order to survive, but they can now choose the jobs offering the best advantages. Employers who will not recognize the changes that have taken place and refuse to make concessions are the ones who are having the greatest difficulty in securing workers.

QUANTITY LESS QUALITY BETTER

While industry has taken many good service workers, it has also taken a group of young people who were of little use to the Service Division. This group neither wanted service work nor were they suited to it. They took jobs only because there were no others to be had, and usually stayed only a short time. Now, while the quantity of workers available is lower, we waste less time interviewing people who do not want service work. Most of the applicants who come to the Service Division today do want it; and while we have fewer applicants, the quality, particularly of the houseworker, is better. Although the general trend seems to be toward industry, there are some experienced service workers who have tried factory work, and find that they have little left after paying room and board. They are returning to household jobs paying \$15.00 to \$18.00 where living is furnished.

In recent months, there has been a large influx of colored workers coming into Connecticut from the South. These have been easily placeable in restaurants and private homes, and this has helped combat the shortage.

In the smaller towns, and in some of the larger cities, the problem of securing service workers is acute. But, so far, in this community, there seems still to be enough applicants to fill the better job openings. How long this

Rhoda Thatcher who has been with the service seven years is now a supervising interviewer in New Haven. Her previous career includes teaching, vocational guidance and office work. She has a B. S. in economics and sociology from Tufts College.

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"Matching Youth With Jobs"

BY MARGUERITE M. MALONEY

One day a few weeks ago, a young Italian boy called at the State Employment Office to register for the pre-employment course in machine training. The interviewer noticed that he was still a student in high school and questioned him about his school work. Although his school grades had been above passing, his general attitude toward school was rather passive. He stated that his real reason for wanting to quit school was to learn a trade. There were many opportunities now for training and he did not wish to wait another year before getting started. It was suggested that he return at an appointed time for mechanical aptitude tests before making any decision about leaving school or enrolling in the machine training course.

Several days later the young man returned. He had already taken the tests. It was necessary to point out to him that his tests did not indicate that he showed aptitude for machine shop training. Although the office was extremely anxious to secure young men for training courses, we did not encourage this boy to leave school for this purpose. Advantages of a high school education were mentioned. The boy clearly understood that he was perhaps not suited for machine work, but he still insisted that he wanted to leave school and take his course.

Here was a case wherein guidance was necessary and an opportunity for the employment office and the school to cooperate in aiding one of the many young persons in need of such service. The principal of the school was reached and we found that he was greatly interested in this boy. "I am glad you let me know about this. For a long time I have been very interested in Joe. Did you know that he is a wonderful musician? His greatest ambition is to become an outstanding saxophone player. I am sure he is not genuinely interested in machine shop work. Joe is a very impulsive boy and it is possible that he has not thought out his idea very carefully. I am sufficiently interested and concerned about this case to make a home visit, and I will report to you later."

The principal's home visit was very satisfactory. Joe was glad to see the "CHIEF", as the principal is called by many of his students who have a very warm and friendly feeling for him.

Joe's parents were pleased to see him. They really did not quite understand some of these new ideas Joe had lately about quitting school and learning a trade.

A heart-to-heart conversation was held and Joe admitted that his great desire was to receive more training in music and in order to do this he wanted to earn some money. He had heard that most of the boys got "pretty good jobs down at the State Employment Office" if they completed the machine training course. The principal asked him if he had told the interviewer at the employment office that he would much prefer to work with a saxophone or a violin than with a lathe. The boy admitted that he had deliberately withheld his interest in music because he realized it would not help him to get into the machine shop course. "I think everything would have been all right if it had not been for those mechanical tests. They showed that I was not well suited to machine work."

The principal plans to follow this boy closely in his musical career and was most appreciative of the cooperation extended by the Employment Service. If Joe had been encouraged to enter this machine work, it is possible that he might have injured his fingers and ruined a potential musical career.

We mention this case because it is typical of many that come to the attention of the Employment Service. We must not think only in terms of the immediate possibilities for training or placement of youth. We owe it to our young men and women to give some consideration to their future. This is not always accomplished by a brief interview at the office. Too often a whim or fancy of the youth is catered to by the interviewer always anxious to increase his placements. There are far too many young persons returning to the office after short work experiences here and there. Many have suffered from maladjustments which could have been avoided if a little more individual attention had been given in the initial interview. Time spent at the beginning with a boy or girl, followed if necessary by a chat with a parent or teacher, is a most intelligent approach to our problem of "Matching Youths and Jobs".

A BUSINESS STARTS

BY HARRY LEVINE

In recent months, the pressure of National Defense, coupled with the difficulty of obtaining new machinery, has thrown the spotlight of radio and press on certain men who have salvaged old machinery and gone into production of vital tools. I figured that surely there must be such an instance in Bridgeport, where practically every other home and garage has a small machine shop somewhere on the premises. And so I came across the American saga of the Berger Manufacturing Company.

The business started in Karl Berger's cellar with a lathe, drill press, and Karl's tool box for equipment. Of more importance, Karl had an idea for a precision hand tapping machine which would be accurate to .001 of an inch. He obtained a patent on the tapping machine and began to manufacture them in his spare time, often putting in as much as ten hours after coming from his work at the shop. Orders at first were few and far between, but soon the orders began to come in a little too fast for Karl to handle himself. His brother, Walt, joined him in the cellar shop, also holding on to his regular job at the same time.

When the National emergency arose, Karl was asked by several of the larger shops if he would take some of their toolwork for them, and then the cellar really was too small. Giving up his regular job, he rented one of the floors of an extinct bookbindery and installed his meager equipment. Then came the problem of more machinery as well as the men to run them. One by one he accumulated lathes until today he has seven running. Unable to get other types of machines at any price, he has devised numerous ingenious holders and attachments so that the lathes can perform many operations which are usually reserved for millers and screw machines.

Today, he himself works on the tapping machines, while his brother supervises five men working on punches of various kinds used in the making of shells for a larger munition company. Were materials not so hard to get he could use several more men and machines to begin to catch up with his backlog of orders. Despite the necessity for speed, however, Karl prides himself on the fact that almost never is work returned for inaccuracy by the inspection departments of the plants for which he turns out tools. In a large measure, credit for this is due to the fact that he and his brother do most of the finish work, leaving the rougher cuts to less skilled help, several of whom had never seen a lathe before going to work for him.

Of course, Karl, himself, still works from 8:00 A.M. to 11:00 P.M., and he claims that he'll never become an executive; but stranger things have happened. It is interesting to speculate whether such a story could be emulated in any other land today, and even more interesting to wonder to what proportions an idea, a lathe, a drill press, and a cellar can grow.

SITUATION IN THE STATE

(Continued from page 6)

There continues to be an acute shortage of skilled male workers. The only real surplus of job applicants are untrained young women or married women seeking to re-enter the labor market.

Practically all industries in this area were busy during the last month, some working on two shifts and others on three.

Migrant workers continue to apply for work, but ordinarily they have had no factory experience.

Hartford and Litchfield Counties

Hartford

The industrial picture in this area in the past month showed little change from the previous month. Job orders were mainly on a highly skilled level with only a sporadic demand in the semi-skilled and unskilled groups.

One of the complicating factors in the employment picture here is that so many applicants are not at all interested in any jobs except in a defense industry.

There are still large numbers of migrant workers applying for work here who have practically nothing to offer in the way of experience, but who are interested only in defense jobs.

The unemployment load showed little change since last month. It is estimated that the retail trades in Hartford alone will need an additional 1500 workers during the next two months, and an effort is being made to recruit these workers from groups not ordinarily in the labor market.

New Britain

Except for the cloak industry now experiencing seasonal layoffs, all other industries in this area have been busy during the last month, with no curtailment of operations to any marked degree due to priorities supplies layoffs.

The demand for unskilled factory laborers continues strong, with considerable turnover at the present time because of the ease with which these workers expect to find other jobs at higher wages. There continues to be a demand for tool and die makers, mechanical draftsmen etc.

The unemployment compensation load increased 51 percent during this period, due mainly to the layoff in the cloak industry.

Bristol

The labor market in Bristol presents the peculiar situation of neither supply nor demand. There is very little demand for workers and the supply of available workers is at the same time practically exhausted.

There has been a sudden upturn in the construction industry in this community, and in the manufacturing field most of the plants are working at capacity, with but a few small layoffs for lack of material.

Plants manufacturing consumer goods are particularly worried, as there does not seem to be any immediate prospect of a change-over to defense work. While it is difficult to gauge the prospects for the near future many believe they are not too good in these non-defense industries. The influx of out-of-state applicants has diminished very markedly.

Thompsonville

Priorities are affecting certain textile plants in this community, but it is expected that the

full impact will be cushioned by the re-absorption of released workers in defense work, and possibly by the reorganization of non-defense industries to produce defense articles.

Construction has not yet slackened due to the mild weather, the pressing need and possible material shortages before next season.

Many employers although now fully staffed feel it desirable to hire replacements as a safety measure, and to relieve their key employees of detail work whenever possible.

There is considerable interchanging within industry so that several people may have knowledge of various phases of operation.

All indications point to a high industrial production during the next few months and with retail sales exceeding those for any similar period since 1929.

Torrington

Little change in the industrial picture in this territory has been observed during the last month. Most local plants are working at optimum capacity, taking new defense orders to take up the slack in civilian production.

Construction is beginning to taper off. Stores are planning on unusually large holiday sales and are already adding to their sales force.

New London and Windham Counties

New London

The labor market in this area showed a shortage in all types of skilled workers in the metal trades and it becomes increasingly difficult to find trainable material for defense training courses. The metal working industries engaged in defense contracts are exceedingly busy, but the needle working and velvet industries show some seasonal slackening. Priorities have not offered any great cause to worry to manufacturers here except that retailers are frankly worried about the effect on their supplies of merchandise.

The retail trade during the last month experienced a slump, but merchants are talking optimistically of the expected volume of holiday trade.

Payrolls here are approximately 50 percent more than for the corresponding period last year.

Willimantic

Conditions generally have changed very little in this area during the past month, except that the serious shortage of silk reported previously has, in at least one instance, been alleviated by additional supplies.

However, other material shortages including silk, pig iron, wood pulp and non-ferrous metals are causing some concern. While they have had occasional shutdowns to date the supply on hand in several concerns is rapidly reaching the vanishing point.

Generally speaking, building materials are still available with increasing use of substitutes and lower grade materials in plumbing and heating supplies becoming necessary.

Unemployment claims dropped about 20 percent during October with new registrations also dropping 25 percent. The active file has reached an all time low, making it a considerable problem to fill almost any type of job order received.

Norwich

All industrial concerns in the Norwich area were busy during October and priorities had not interrupted production. Many of the larger concerns have already taken prime or sub-defense contracts. There continues

INITIAL CLAIMS SHOW BIG INCREASES IN OCT.

October initial claims for unemployment compensation benefits showed a 30.8 percent advance over the number filed in local offices in September. Compensable continued claims for benefits were up 15.3 percent and the amount of benefits paid showed an increase of 6.4 percent over the preceding month. Closing of active claim cases were 31.3 percent higher than in September.

Layoffs and partial unemployment, particularly in the apparel industries, resulted in 9,572 initial claims filed in October in relation to 7,319 in September. Only four offices reported fewer initial claims and the increases were particularly sharp in Ansonia, Bridgeport, Meriden, New Britain, Norwalk, Norwich, and Waterbury.

Compensable claims numbered 22,386 in October and 19,413 in September. Seven offices reported decreases, and the proportionate increases were greatest in Ansonia, Bridgeport, Danbury, New Haven, and New London. Benefit payments aggregated \$208,582 in October and \$195,997 in September. Since the beginning of 1941, a total of \$2,120,722 has been disbursed in unemployment benefits.

Closing of active claim cases increased to 7,082 in October from the 5,392 reported in September. Approximately 2,500 more claim cases were active at the end of October than at the beginning.

Preliminary data for November indicate a further increase in compensable claims for this month. Many of the apparel workers will be unemployed or on part time until the end of the year, and the pressure of material shortages, especially brass and copper, is expected to increase.

to be difficulty, with third shifts and there is a possibility of an attempt to use women on these shifts.

Unskilled labor also shows an increasing turnover.

Wool and cotton industries were very busy with defense and commercial orders, while rayon factories are concerned mostly with commercial orders alone, although some Army use of rayon is being considered at the present time. All textile concerns report chemical and machine shop supply shortages.

Job applicants increased by 49 during the month and the unemployment compensation load fell off in identical number.

Danielson

During the past month the labor market in this area, with the exception of weavers and spinners, has been free from either surpluses or shortages, but it seems as though a permanent shortage of automatic weavers in rayon and cotton is developing.

There is some shortage of combed cotton yarn, but silk thread and nylon thread production remains normal.

Two local plants are running out of materials requiring priority ratings, and unless these ratings are established the shutdowns will result in approximately 400 unemployed, but they will probably be re-absorbed in other industries nearby.

SUMMARY OF CLAIMS AND BENEFITS BY OFFICES, OCTOBER, 1941

Office	INITIAL CLAIMS			COMPENSABLE CLAIMS			BENEFITS PAID			CASES CLOSED		
	Oct.	% Change from Sept.	Year to Date	Oct.	% Change from Sept.	Year to Date	Oct.	% Change from Sept.	Year to Date	Oct.	% Change from Sept.	Year to Date
Ansonia	334	69.5	1,716	491	66.4	3,141	\$ 3,624	75.1	\$25,931	251	141.3	1,536
Bridgeport	983	95.0	8,648	1,925	31.0	21,843	17,723	9.8	215,651	734	45.6	8,251
Bristol	63	—	787	260	3.1	2,528	2,756	3.8	27,633	71	33.9	809
Danbury	865	7.5	4,604	1,532	31.6	10,100	14,656	72.0	116,795	632	147.8	3,770
Danielson	192	15.7	1,676	428	—	3,919	3,428	14.2	32,757	176	23.1	1,608
Hartford	841	36.3	12,773	2,924	6.1	31,128	28,763	—	311,629	656	3.0	12,493
Meriden	191	92.9	1,781	495	—	5,145	4,780	—	49,426	125	—	1,697
Middletown	107	—	1,936	543	—	6,637	5,506	—	61,743	153	—	2,037
New Britain	313	117.4	2,583	622	20.3	7,218	4,702	—	69,608	159	1.9	2,391
New Haven	1,765	9.7	17,083	4,656	38.1	40,526	34,355	13.2	340,895	1,679	63.5	16,539
New London	155	—	2,073	500	37.7	6,178	3,753	18.0	56,708	127*	1714.3	1,880
Norwalk	1,368	48.4	5,816	1,855	13.9	13,072	18,926	—	132,145	366	13.3	4,227
Norwich	267	50.8	2,884	731	—	8,665	7,582	—	81,545	188	—	2,888
Stamford	443	11.3	5,944	1,145	—	15,734	11,245	—	151,822	440	20.2	6,626
Thompsonville	175	1.2	2,600	505	—	6,197	5,603	4.1	56,024	154	—	2,469
Torrington	68	36.0	981	270	0.7	4,538	2,592	1.1	48,654	64	4.9	922
Waterbury	757	47.0	4,659	1,563	21.5	11,381	14,684	18.8	112,557	444	38.3	3,772
Willimantic	24	—	372	40	—	1,102	526	—	11,348	35	12.9	405
Interstate Liabie	661	28.1	5,795	1,901	12.9	19,050	23,378	18.2	217,851	628	29.5	5,733
T O T A L	9,572	30.8	84,711	22,386	15.3	218,102	\$208,582	6.4	\$2,120,722	7,082	31.3	80,053

* Adjusted by Inventory of 7-31-41

Connecticut Weaves A Pattern for Defense

(Continued from page 5)

tance that it was not uncommon to find them travelling fifty and sixty miles a day to and from their work.

CONFIDENCE ESTABLISHED

To find jobs for these people which were both suitable and at a convenient distance, the Service had to be sold to employers. These men knew, better than anyone else, the peculiarities of their trade, and they frankly expressed their doubts that anyone would have the patience to learn these peculiarities, and to seek out the special skills that they alone required. For, much of the textile business is built on secret formulas the manufacturers have developed for processing and finishing the cloth. The success of an entire mill may often be found in the hands of the master dyer. Many of the semi-skilled jobs require learning methods which are part of the exclusive process of that mill.

However, the fact that the Employment Service did take the necessary time and patience established the employer's confidence. As their cooperation increased, the Service was able to go along faster with its job of stabilizing employment. Men and women who came to their employment managers with the introductory cards of the Service were bringing with them also qualifications which the job demanded.

To fill a need, to render service to every client, whether applicant or employer, and to become a part of the territory which it serves; this is the purpose of an Employment Service. The Service continues to accomplish this purpose in Eastern Connecticut.

All In A Day's Work . .

(Continued from page 8)

will last or what our problems will be in another six months, only time can answer.

The purpose of this article has been to attempt to give its readers a better understanding of the Service Division. There are moments when we, too, would like to escape to other jobs in the service, but most of the time we find our work both stimulating and full of human interest.

We find satisfaction in believing that we are contributing in a small way to the increasing confidence of the public in the Employment Service.

Connecticut Labor Needs

(Continued from page 3)

eminently suitable to employers in the present state of the labor market.

The National Youth Administration is also conducting several machine shop training centers in the State, and this agency too has been instrumental in effecting the orderly transfer of their trainees in other States to Connecticut for defense employment.

In addition to pre-employment courses, there are a large number of training courses for workers now employed. These courses are scheduled so that they can be attended by employed persons to improve their skills or to secure skills which they do not now have. Some of the large establishments are also conducting their own training courses.

It is not believed that peak defense employment will be reached in Connecticut with the addition of the 20,000 workers expected to be added by the end of February 1942. Many of the larger firms have not yet reached capacity and others are now enlarging their facilities. In all, it is clearly indicated that even greater utilization of Federal and State training facilities in Connecticut is necessary to meet defense labor requirements. To prevent the delay in defense production which might result from labor shortage, the Connecticut Employment Service is making every effort to select and refer enough individuals to keep enrollment at capacity in the courses conducted by the State Education Department and the National Youth Administration. Further, the employment service clearance system is being utilized to the fullest to transfer workers from other areas to jobs in defense production centers. Beyond this, it should be recognized that employers must assume responsibility for training workers for specific skilled jobs in their own plants. Apprenticeship councils and the training-within-industry division of the Office of Production Management are available to assist employers in this task. Employers may also assist by adopting systems of up-grading within their plants and by "breaking down" job specifications.

Every effort is being made and will continue to be made by the Division of Employment Security of the Connecticut Department of Labor to meet the labor needs of Connecticut industry for the "all-out" defense program.

PLACEMENTS CONTINUE AT HIGH LEVEL

During October the Connecticut Employment Service placed 8,807 applicants in private employment. This represents an increase of 76 placements or .9 percent over the September total and 25.5 percent over the October, 1940 figure. Public placements totaled 288 for the month, a decrease of 40.5 percent from September.

Total placements of all types during the month was 9,105, 2.1 percent less than the previous month but 10.3 percent greater than the 8,253 made during October, 1940.

Supplementary placements in which employers specify by name the workers desired totaled only 10 for the month as compared with 86 for September and 99 for October, 1940.

The distribution of placements according to industrial groups shows the following percentage increases over September: hotels and restaurants - 21.3; other services - 20.4; manufacturing - 12.8; domestic service - 1.9; and building and construction - 1.6. Percentage decreases from the September figures were: agriculture and mining - 58.8; finance - 40.0; miscellaneous - 34.6; professional service - 10.3; and public utilities - 6.6.

In the major occupational groups increases over September totals were as follows: semi-skilled - 16.6 percent; unskilled - 12.7 percent; skilled - 9.8 percent; and service - 4.7 percent. In the professional and kindred occupations 55 placements were made as compared with 54 for September. Major occupational groups showing percentage decreases from September were: agriculture - 60.6; clerical - 10.4; and sales - 3.8.

Of the 8,807 private placements effected, 67.6 percent or 5,953 were classed as permanent, that is, as of over a month in duration. The clearance system was used to fill 458 openings as compared with 386 during September. Out-of-state applicants placed in Connecticut jobs totaled 180 as compared with the previous month's total of 116.

The total number of applicants actively seeking employment as of October 31 was 30,531, a decrease of 13.7 percent from the figure for September 30 and just about half of the total shown for October 31, 1940.

A Case of Mistaken Identity

(Continued from page 4)

ing for its farmers! Only one thing mystified him—the white card which he again read:

To: OXON ROAD FARM, BOKUM
In response to your request we are introducing:

JOSEF BOBINCHUK

As an applicant for the position of FARM HAND

CONNECTICUT STATE EMPLOYMENT SERVICE—Local Office Activity—Period—Month of Oct. 1941

DISTRICT	SUMMARY REGISTRATION ACTIVITIES		FIELD VISITS		REFER- RALS		SUMMARY OF ALL PLACEMENTS										Duration of Private Placements		Complete Placements Placements																	
	Total New	Total Re-Active File	To- tal	Pri- vate	Pub.	Pri.	Pub.	Grand Total			Private			Public			Supplementary			Men	Women															
								Tot.	Men	Wom.	Vets	Tot.	Men	Wom.	Vets	Tot.	Men	Wom.				Vet	Tot.	Men	Wom.	Vet										
Ansonia	193	440	1047	12	6	0	331	18	174	95	79	4	191	89	72	3	13	6	7	1	0	0	0	73	16	58	14	1	1							
Bridgeport	1822	1820	3527	6	6	0	2126	0	1611	903	702	41	1611	909	702	41	0	0	0	0	0	0	0	756	153	317	176	3	11							
Bristol	164	154	469	23	23	0	152	0	110	83	27	4	110	83	27	4	0	0	0	0	0	0	0	80	3	27	0	1	7							
Danbury	249	418	1023	71	71	0	251	56	240	90	150	4	177	85	92	4	5	3	52	0	8	2	6	51	34	19	73	2	13							
Danielson	109	240	704	74	73	1	194	1	105	68	37	4	104	67	37	4	1	0	0	0	0	0	0	64	3	35	0	0	14							
Hartford	1289	1268	5813	62	46	16	1923	103	1347	995	352	62	1275	926	349	53	72	69	3	9	0	0	0	373	142	207	132	0	14							
Hartford	232	251	607	33	33	0	398	0	203	159	44	6	203	159	44	6	0	0	0	0	0	0	0	141	18	34	10	10	5							
Meriden	208	312	790	70	74	2	335	1	206	94	112	3	203	159	44	6	3	2	1	0	2	0	0	215	28	116	81	37	12							
Middletown	367	963	1020	37	37	0	842	3	443	244	199	10	440	243	197	10	3	4	2	0	0	0	0	352	424	279	301	8	24							
New Britain	1176	2268	4182	55	55	0	1872	11	1435	960	575	85	1529	956	573	85	16	17	0	0	0	0	0	372	48	112	79	4	10							
New Haven	359	703	1390	22	21	1	888	5	563	437	126	25	546	420	121	25	17	17	0	0	0	0	0	372	48	112	79	4	10							
New London	294	649	951	88	86	2	834	6	259	135	124	9	250	129	121	9	9	6	3	0	0	0	100	72	112	79	4	10								
Norwalk	198	520	1152	24	24	0	326	38	300	152	154	5	273	137	136	5	3	15	18	0	0	0	106	31	90	46	0	16								
Stamford	399	843	2410	24	24	0	551	9	446	348	98	12	437	339	98	12	9	19	9	0	0	0	108	5	43	16	2	95								
Thompsonville.	106	431	740	26	21	5	551	9	446	348	98	12	437	339	98	12	9	19	9	0	0	0	108	5	43	16	2	95								
Torrington	387	310	733	20	15	5	1097	27	995	396	609	16	876	572	504	16	19	24	5	0	0	0	274	98	285	209	12	0								
Waterbury	751	1542	3608	141	130	11	153	30	712	63	49	3	93	50	43	3	29	23	6	0	0	0	0	0	0	0	0	0	19							
Willimantic	80	137	335	66	54	12																														
Totals	7883	13309	30531	881	810	71	12569	335	9105	5592	3513	309	18807	5401	3406	297	288	159	99	12	10	2	8	0	40553	1348	1900	1505	1458	2787						
Sept. 1941	8454	13319	30536	1024	895	129	12463	689	9301	5833	3468	342	8731	5408	3323	309	484	424	60	33	86	1	85	0	3929	1479	1982	1341	1886	6281						
b--Active file as of end of the month																	c--Includes 116 out-of-state applicants placed in Conn.										d--Includes 180 out-of-state applicants placed out-of-state in Connecticut									

Private Placements According To Occupational Groups

DISTRICT	PROFESS. & KIN.	CLER. & SALE	SERVICE				SKILL-ED	SEMI-SKILL'D		UN-SKILL'D	PRIVATE												PUBLIC			GRAND TOTAL							
			Domestic	Personal	Protective	Building Service		Mfg.	Non-Mfg.		PRIVATE												Government	Regular	Temporary		TOTAL						
											Clerical & Kin.	Sales & Kin.	Agric. Fishing & Forestry	Wholesale & Retail Distr.	Finance	Hotel & Rest.	Dom. Ser.	Professional	Other Service	Miscellaneous	Agric. & Min.	Bldg. & Constr.						Manufacturing	Public Utility				
Ansania	1	0	13	8	27	6	1	5	36	17	31	13	161	1	15	90	0	18	0	3	1	7	4	0	13	0	13	174					
Bridgeport	8	1	174	28	322	115	4	20	247	216	201	170	1611	1	132	836	28	141	5	98	312	15	39	4	0	1	12	1	1611				
Bristol	0	0	3	0	17	4	1	1	2	3	10	11	6	39	13	117	2	24	52	1	6	0	3	0	0	0	0	0	110				
Danbury	0	0	4	10	17	77	0	3	13	2	4	5	19	11	112	13	11	23	0	9	85	20	1	54	1	55	0	55	232				
Danvers	0	0	0	4	5	2	1	0	0	9	4	4	4	25	6	104	0	1	83	6	0	1	4	0	0	1	0	1	105				
Danverson	0	0	0	4	5	2	1	0	0	9	4	4	4	25	6	104	39	91	511	23	184	4	35	277	27	78	6	72	1347				
Hartford	0	0	132	30	345	80	1	15	35	45	26	275	39	90	156	1275	2	12	123	1	30	0	5	1	0	0	0	0	203				
Merriden	1	1	0	12	9	13	1	6	5	19	6	17	14	61	25	203	1	3	111	1	36	0	6	31	9	3	0	0	304				
Middletown	0	1	0	18	42	16	1	2	0	15	3	12	4	78	4	201	7	33	207	2	47	0	25	85	7	4	0	3	3	443			
Middleton	1	0	38	23	90	22	2	13	10	12	109	27	49	28	440	1529	184	78	415	37	104	0	129	897	24	71	0	5	1	1535			
New Britain	6	3	1	93	385	135	5	10	185	9	31	185	91	109	248	546	1	44	284	6	53	1	41	117	15	2	0	0	6	533			
New Haven	1	4	0	26	9	117	49	0	2	19	38	32	42	139	50	563	23	19	179	5	41	0	11	76	5	2	0	0	17	563			
New London	0	1	18	6	7	13	0	1	23	2	5	59	24	94	46	363	0	7	117	1	16	0	82	24	6	1	0	0	0	363			
Norwalk	0	1	17	23	83	0	0	0	0	12	6	14	8	74	5	250	3	7	117	1	16	0	82	24	6	1	0	0	0	259			
Norwich	2	0	18	11	83	9	1	5	8	4	7	16	8	87	18	273	8	132	2	27	0	13	82	6	1	0	0	0	33	306			
Stamford	2	0	10	6	0	0	1	0	5	4	1	8	2	114	8	158	8	34	292	4	23	0	13	86	0	3	0	0	19	177			
Thompsonville	0	0	12	11	20	0	0	3	49	6	11	73	30	123	28	437	56	34	292	4	23	0	31	20	23	18	0	4	9	446			
Torrington	1	1	0	71	62	202	55	4	27	27	11	128	33	188	61	876	3	49	339	24	112	2	31	21	23	18	0	6	23	905			
Waterbury	1	5	4	71	62	202	55	4	27	27	11	128	33	188	61	876	3	49	339	24	112	2	31	21	23	18	0	6	23	29	905		
Willimantic	0	0	12	8	5	9	0	0	2	8	2	33	3	33	3	93	3	9	49	0	23	0	5	0	0	1	0	8	17	19	112		
Totals	23	23	9	660	277	1789	695	28	105	345	323	225	1268	597	1546	8807	352	575	4029	141	947	12	570	1719	156	283	17	175	113	270	18	288	9095
Sept. 1941 . .	13	31	10	737	288	1776	598	26	113	875	280	219	1049	551	1385	7841	855	566	3371	151	971	20	475	1687	174	235	26	196	288	449	35	484	4621

POSITIONS WANTED

Following are a few of the applications from the files of the professional and technical division. These are samples, typical of the high quality of individuals who are available. Further information concerning these, or others similarly trained may be obtained by communicating with Miss Dorothy Spalding, 1281 Main Street, Bridgeport, Conn. or by writing directly to the BULLETIN.

PRODUCTION SUPERVISOR — About fifteen years experience. Two years chief of staff, firm of industrial engineers improving production methods. Three years works manager small electric goods manufacturing concern. General purchasing experience. Fine appearance. Available Connecticut only. Address replies Box 11100.

OFFICE MANAGER AND CORRESPONDENT — Has supervised seventy-five employees. Business college training. 48 years of age; fine appearance. Thoroughly qualified executive secretary. Would make fine executive assistant. Available Connecticut only. Address replies Box 75410.

PRODUCTION SUPERVISOR — College graduate. About twenty years experience supervisor production, plant layout. Specialized in improvement of production methods. Has worked for two of Connecticut's leading industrial firms. Address replies Box 71300.

SALES ENGINEER AND EXPEDITOR — Three years mechanical and electrical engineering Tulane University. Also two years chemistry and dye Philadelphia, Pennsylvania. Twelve years experience wool and worsted industry. Master dyer and supervisor of plant operations. Address replies Box 91356.

PUBLICITY MAN AND REPORTER — 44 years of age, fine personality, excellent public relations man for industry. Three years journalism course University of Kansas. Exceptionally good applicant. Address replies Box 2123.

GRADUATE MECHANICAL ENGINEER — M. I. T. graduate. Six years drafting and design jigs, fixtures and other equipment used in manufacture of brake lining and clutch facings. Laboratory testing of brakes and clutches, charting of graphs from laboratory and road test. Interested in work of assistant to mechanical engineer. Address replies Box 93207.

PRODUCTION SUPERVISOR — Three years University Pennsylvania chemical engineering. Bulk of experience in manufacture of rubber products. Capable of revising cost systems and reorganizing production schedule. Feels qualified to accept position in any type manufacturing in any phase of work. Address replies Box 87632.

COMPTROLLER — Sixteen years experience. Graduate of Pace and Pace Institute and International Accounting Society. Thoroughly familiar general and cost accounting, public and private. Experienced and well qualified manufacturing executive. Address replies Box 91113.





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